

EXHIBIT 20

Rhonda Gilligan-Gillespie

From: Rhonda Gilligan-Gillespie
Sent: Friday, December 29, 2017 10:28 AM
To: Mayzelle Collins
Subject: RE: Completed Performance Appraisal

Thank you, Mayzell. Happy New Year. Rhonda

From: Mayzelle Collins
Sent: Friday, December 29, 2017 9:59 AM
To: Rhonda Gilligan-Gillespie; Linda Hayes
Cc: Niels French
Subject: RE: Completed Performance Appraisal

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The only consequence is you will be on my "list" and it's not a nice list to be on. LOL!!!!
Seriously, don't worry about it. Just get that second level signature when Niels returns on Tuesday. Happy New Year!!!

From: Rhonda Gilligan-Gillespie
Sent: Friday, December 29, 2017 9:48 AM
To: Linda Hayes <Linda.Hayes@mlh.org>
Cc: Mayzelle Collins <Mayzelle.Collins@mlh.org>; Niels French <Niels.French@mlh.org>
Subject: Completed Performance Appraisal

Dear Linda,

I have completed the appraisal for Joyce Goodwin. Both of us have signed it. I had a very positive interaction with Felicia who told me I needed a third signature. I was not aware of the this and have not been told that before. The interim leader for our division is off today. I have called him to see if I can have one of the other directors here to sign.

I know that I had previously sent a deadline for Joyce's appraisal earlier this month but I regret to say that I was in the hospital myself as a patient.

If I am not able to have the appraisal signed by Niels French until Tuesday, January 2, 2018, may I ask what consequences I will face?

Thank you, Rhonda

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